

Salary Table 2025-MSP (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 27.62%
For the Locality Pay Area of Minneapolis-St. Paul, MN-WI

Total Increase: 2.08%

Effective January 2025

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 13.67	\$ 14.13	\$ 14.59	\$ 15.04	\$ 15.49	\$ 15.76	\$ 16.21	\$ 16.66	\$ 16.68	\$ 17.10
	O	20.51	21.20	21.89	22.56	23.24	23.64	24.32	24.99	25.02	25.65
2	B	15.37	15.74	16.25	16.68	16.87	17.36	17.86	18.35	18.85	19.35
	O	23.06	23.61	24.38	25.02	25.31	26.04	26.79	27.53	28.28	29.03
3	B	20.13	20.69	21.25	21.81	22.37	22.92	23.48	24.04	24.60	25.16
	O	30.20	31.04	31.88	32.72	33.56	34.38	35.22	36.06	36.90	37.74
4	B	22.60	23.23	23.86	24.48	25.11	25.74	26.37	27.00	27.62	28.25
	O	33.90	34.85	35.79	36.72	37.67	38.61	39.56	40.50	41.43	42.38
5	B	25.98	26.68	27.39	28.09	28.79	29.49	30.19	30.90	31.60	32.30
	O	38.97	40.02	41.09	42.14	43.19	44.24	45.29	46.35	47.40	48.45
6	B	27.40	28.18	28.97	29.75	30.53	31.31	32.10	32.88	33.66	34.44
	O	41.10	42.27	43.46	44.63	45.80	46.97	48.15	49.32	50.49	51.66
7	B	29.58	30.45	31.32	32.19	33.06	33.93	34.80	35.67	36.54	37.41
	O	44.37	45.68	46.98	48.29	49.59	50.90	52.20	53.51	54.50	54.50
8	B	30.83	31.79	32.76	33.72	34.68	35.65	36.61	37.58	38.54	39.50
	O	46.25	47.69	49.14	50.58	52.02	53.48	54.50	54.50	54.50	54.50
9	B	32.99	34.05	35.12	36.18	37.24	38.31	39.37	40.44	41.50	42.56
	O	49.49	51.08	52.68	54.27	54.50	54.50	54.50	54.50	54.50	54.50
10	B	36.33	37.50	38.67	39.84	41.01	42.18	43.36	44.53	45.70	46.87
	O	54.50	54.50	54.50	54.50	54.50	54.50	54.50	54.50	54.50	54.50
11	B	38.62	39.91	41.20	42.49	43.77	45.06	46.35	47.63	48.92	50.21
	O	54.50	54.50	54.50	54.50	54.50	54.50	54.50	54.50	54.50	54.50
12	B	46.29	47.84	49.38	50.92	52.47	54.01	55.55	57.10	58.64	60.18
	O	54.50	54.50	54.50	54.50	54.50	54.50	55.55	57.10	58.64	60.18
13	B	55.05	56.89	58.72	60.56	62.39	64.23	66.06	67.90	69.73	71.57
	O	55.05	56.89	58.72	60.56	62.39	64.23	66.06	67.90	69.73	71.57
14	B	65.05	67.22	69.39	71.56	73.73	75.89	78.06	80.23	82.40	84.57
	O	65.05	67.22	69.39	71.56	73.73	75.89	78.06	80.23	82.40	84.57
15	B	76.52	79.07	81.62	84.17	86.72	89.27	91.82	93.53	93.53	93.53
	O	76.52	79.07	81.62	84.17	86.72	89.27	91.82	93.53	93.53	93.53

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Note: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>